

WD 05-2537 (Rev.-10) was first posted on www.wdol.gov on 06/23/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2537  
Revision No.: 10  
Date Of Revision: 06/17/2009

State: Vermont  
Area: Vermont Statewide

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		18.70
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.20
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		16.51
01141 - Messenger Courier		11.47
01191 - Order Clerk I		13.64
01192 - Order Clerk II		14.88
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		18.58
01280 - Receptionist		12.23
01290 - Rental Clerk		12.23
01300 - Scheduler, Maintenance		13.24
01311 - Secretary I		13.24
01312 - Secretary II		14.80
01313 - Secretary III		16.51
01320 - Service Order Dispatcher		15.86
01410 - Supply Technician		18.70
01420 - Survey Worker		12.53
01531 - Travel Clerk I		12.02
01532 - Travel Clerk II		13.10

01533 - Travel Clerk III	14.25
01611 - Word Processor I	11.40
01612 - Word Processor II	12.76
01613 - Word Processor III	14.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.55
05010 - Automotive Electrician	15.27
05040 - Automotive Glass Installer	14.63
05070 - Automotive Worker	14.63
05110 - Mobile Equipment Servicer	13.52
05130 - Motor Equipment Metal Mechanic	15.90
05160 - Motor Equipment Metal Worker	14.63
05190 - Motor Vehicle Mechanic	15.90
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.15
05280 - Motor Vehicle Wrecker	14.63
05310 - Painter, Automotive	15.27
05340 - Radiator Repair Specialist	14.63
05370 - Tire Repairer	13.13
05400 - Transmission Repair Specialist	15.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	10.44
07042 - Cook II	13.00
07070 - Dishwasher	8.80
07130 - Food Service Worker	9.75
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.40
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.42
11060 - Elevator Operator	11.42
11090 - Gardener	14.19
11122 - Housekeeping Aide	11.44
11150 - Janitor	11.44
11210 - Laborer, Grounds Maintenance	12.68
11240 - Maid or Houseman	10.20
11260 - Pruner	11.78
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.18
12000 - Health Occupations	
12010 - Ambulance Driver	14.17
12011 - Breath Alcohol Technician	15.58
12012 - Certified Occupational Therapist Assistant	18.69
12015 - Certified Physical Therapist Assistant	19.62

12020 - Dental Assistant	16.31
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	14.17
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.52
12073 - Licensed Practical Nurse III	18.61
12100 - Medical Assistant	14.62
12130 - Medical Laboratory Technician	14.81
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.44
12195 - Medical Transcriptionist	14.28
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	11.71
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.33
12235 - Optical Dispenser	18.51
12236 - Optical Technician	14.72
12250 - Pharmacy Technician	12.86
12280 - Phlebotomist	14.33
12305 - Radiologic Technologist	24.60
12311 - Registered Nurse I	20.83
12312 - Registered Nurse II	25.47
12313 - Registered Nurse II, Specialist	25.47
12314 - Registered Nurse III	30.81
12315 - Registered Nurse III, Anesthetist	30.81
12316 - Registered Nurse IV	36.37
12317 - Scheduler (Drug and Alcohol Testing)	19.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.65
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	20.66
13050 - Library Aide/Clerk	11.86
13054 - Library Information Technology Systems Administrator	18.26
13058 - Library Technician	13.04
13061 - Media Specialist I	13.29
13062 - Media Specialist II	14.78
13063 - Media Specialist III	16.58
13071 - Photographer I	16.33
13072 - Photographer II	19.09
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13110 - Video Teleconference Technician	14.34
14000 - Information Technology Occupations	

14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.78
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
14071 - Computer Programmer I	(see 1,2) 20.80
14072 - Computer Programmer II	(see 1,2) 25.82
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.90
14160 - Personal Computer Support Technician	26.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.07
15020 - Aircrew Training Devices Instructor (Rated)	33.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	28.07
15060 - Educational Technologist	24.63
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.48
15090 - Technical Instructor	18.97
15095 - Technical Instructor/Course Developer	24.27
15110 - Test Proctor	15.31
15120 - Tutor	15.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.42
16030 - Counter Attendant	9.42
16040 - Dry Cleaner	12.71
16070 - Finisher, Flatwork, Machine	9.42
16090 - Presser, Hand	9.42
16110 - Presser, Machine, Drycleaning	9.42
16130 - Presser, Machine, Shirts	9.42
16160 - Presser, Machine, Wearing Apparel, Laundry	9.42
16190 - Sewing Machine Operator	11.71
16220 - Tailor	12.34
16250 - Washer, Machine	9.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.63
19040 - Tool And Die Maker	21.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	11.70
21071 - Order Filler	11.38
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	13.99
21130 - Shipping/Receiving Clerk	13.99
21140 - Store Worker I	12.39
21150 - Stock Clerk	15.44

21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.50
23021 - Aircraft Mechanic I	21.66
23022 - Aircraft Mechanic II	22.72
23023 - Aircraft Mechanic III	23.35
23040 - Aircraft Mechanic Helper	17.55
23050 - Aircraft, Painter	20.78
23060 - Aircraft Servicer	19.30
23080 - Aircraft Worker	19.94
23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	25.01
23130 - Carpenter, Maintenance	17.94
23140 - Carpet Layer	15.98
23160 - Electrician, Maintenance	18.79
23181 - Electronics Technician Maintenance I	21.59
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	18.56
23310 - Fire Extinguisher Repairer	16.47
23311 - Fuel Distribution System Mechanic	19.00
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	15.72
23380 - Ground Support Equipment Mechanic	21.66
23381 - Ground Support Equipment Servicer	19.30
23382 - Ground Support Equipment Worker	19.94
23391 - Gunsmith I	16.47
23392 - Gunsmith II	18.15
23393 - Gunsmith III	19.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.11
23440 - Heavy Equipment Operator	17.36
23460 - Instrument Mechanic	19.75
23465 - Laboratory/Shelter Mechanic	18.94
23470 - Laborer	11.70
23510 - Locksmith	18.94
23530 - Machinery Maintenance Mechanic	19.08
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.15
23591 - Metrology Technician I	19.75
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.29
23640 - Millwright	20.48
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.23
23790 - Pipefitter, Maintenance	20.35

23810 - Plumber, Maintenance	19.49
23820 - Pneudraulic Systems Mechanic	19.75
23850 - Rigger	19.75
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	16.90
23910 - Small Engine Mechanic	13.80
23931 - Telecommunications Mechanic I	21.40
23932 - Telecommunications Mechanic II	24.71
23950 - Telephone Lineman	25.04
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	16.95
23970 - Woodcraft Worker	19.75
23980 - Woodworker	12.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.92
25040 - Sewage Plant Operator	17.73
25070 - Stationary Engineer	17.92
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	17.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.68
27007 - Baggage Inspector	13.79
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	13.79
27102 - Guard II	16.46
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.38
28043 - Carnival Equipment Worker	9.65
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.88
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.08
29020 - Hatch Tender	17.08

29030 - Line Handler	17.08
29041 - Stevedore I	16.29
29042 - Stevedore II	17.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	26.69
30021 - Archeological Technician I	16.36
30022 - Archeological Technician II	17.39
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	24.09
30040 - Civil Engineering Technician	22.10
30061 - Drafter/CAD Operator I	17.03
30062 - Drafter/CAD Operator II	20.99
30063 - Drafter/CAD Operator III	22.68
30064 - Drafter/CAD Operator IV	25.23
30081 - Engineering Technician I	14.54
30082 - Engineering Technician II	16.89
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.65
30086 - Engineering Technician VI	34.68
30090 - Environmental Technician	17.06
30210 - Laboratory Technician	18.73
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	17.28
30362 - Paralegal/Legal Assistant II	23.65
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	35.02
30390 - Photo-Optics Technician	25.99
30461 - Technical Writer I	20.02
30462 - Technical Writer II	24.50
30463 - Technical Writer III	29.62
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or (see 3)	19.59
Surface Programs	
30621 - Weather Observer, Senior (see 3)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.52
31030 - Bus Driver	13.42
31043 - Driver Courier	13.88
31260 - Parking and Lot Attendant	10.17
31290 - Shuttle Bus Driver	14.74
31310 - Taxi Driver	10.97
31361 - Truckdriver, Light	14.74
31362 - Truckdriver, Medium	15.38
31363 - Truckdriver, Heavy	17.06
31364 - Truckdriver, Tractor-Trailer	17.06

99000 - Miscellaneous Occupations	9.29
99030 - Cashier	11.29
99050 - Desk Clerk	23.74
99095 - Embalmer	9.96
99251 - Laboratory Animal Caretaker I	10.57
99252 - Laboratory Animal Caretaker II	27.42
99310 - Mortician	16.73
99410 - Pest Controller	13.13
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	15.56
99711 - Recycling Specialist	12.69
99730 - Refuse Collector	12.57
99810 - Sales Clerk	12.01
99820 - School Crossing Guard	19.19
99830 - Survey Party Chief	12.71
99831 - Surveying Aide	17.44
99832 - Surveying Technician	14.23
99840 - Vending Machine Attendant	16.19
99841 - Vending Machine Repairer	14.23
99842 - Vending Machine Repairer Helper	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because



most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2103  
Revision No.: 8  
Date Of Revision: 05/26/2009

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince  
George's, St Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,  
King George, Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		14.05
01011 - Accounting Clerk I		15.78
01012 - Accounting Clerk II		20.27
01013 - Accounting Clerk III		28.55
01020 - Administrative Assistant		19.95
01040 - Court Reporter		14.38
01051 - Data Entry Operator I		15.69
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01060 - Dispatcher, Motor Vehicle		14.21
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		13.92
01111 - General Clerk I		15.32
01112 - General Clerk II		18.74
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01120 - Housing Referral Assistant		12.38
01141 - Messenger Courier		14.85
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01261 - Personnel Assistant (Employment) I		19.36
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01311 - Secretary I		19.70
01312 - Secretary II		25.29
01313 - Secretary III		

01320 - Service Order Dispatcher	16.10
01410 - Supply Technician	28.55
01420 - Survey Worker	19.46
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	14.92
01611 - Word Processor I	14.21
01612 - Word Processor II	16.65
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.04
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	10.50
11090 - Gardener	16.22
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.37
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	11.68

12000 - Health Occupations	19.46
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	21.01
12012 - Certified Occupational Therapist Assistant	21.01
12015 - Certified Physical Therapist Assistant	16.97
12020 - Dental Assistant	40.68
12025 - Dental Hygienist	25.95
12030 - EKG Technician	25.95
12035 - Electroneurodiagnostic Technologist	20.41
12040 - Emergency Medical Technician	18.82
12071 - Licensed Practical Nurse I	21.09
12072 - Licensed Practical Nurse II	23.47
12073 - Licensed Practical Nurse III	14.89
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	16.06
12160 - Medical Record Clerk	18.27
12190 - Medical Record Technician	18.77
12195 - Medical Transcriptionist	34.18
12210 - Nuclear Medicine Technologist	10.47
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.62
12224 - Nursing Assistant IV	20.17
12235 - Optical Dispenser	14.41
12236 - Optical Technician	16.47
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	28.28
12305 - Radiologic Technologist	26.73
12311 - Registered Nurse I	32.41
12312 - Registered Nurse II	32.41
12313 - Registered Nurse II, Specialist	38.98
12314 - Registered Nurse III	38.98
12315 - Registered Nurse III, Anesthetist	46.73
12316 - Registered Nurse IV	19.75
12317 - Scheduler (Drug and Alcohol Testing)	
13000 - Information And Arts Occupations	19.86
13011 - Exhibits Specialist I	24.61
13012 - Exhibits Specialist II	30.09
13013 - Exhibits Specialist III	20.48
13041 - Illustrator I	25.38
13042 - Illustrator II	31.03
13043 - Illustrator III	30.80
13047 - Librarian	14.21
13050 - Library Aide/Clerk	27.82
13054 - Library Information Technology Systems Administrator	19.89
13058 - Library Technician	18.73
13061 - Media Specialist I	20.95
13062 - Media Specialist II	23.36
13063 - Media Specialist III	16.14
13071 - Photographer I	18.90
13072 - Photographer II	

13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	30.69
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.54
14042 - Computer Operator II	20.74
14043 - Computer Operator III	23.12
14044 - Computer Operator IV	25.69
14045 - Computer Operator V	28.45
14071 - Computer Programmer I	(see 1) 25.43
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.54
14160 - Personal Computer Support Technician	25.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.71
15020 - Aircrew Training Devices Instructor (Rated)	43.84
15030 - Air Crew Training Devices Instructor (Pilot)	52.55
15050 - Computer Based Training Specialist / Instructor	34.39
15060 - Educational Technologist	32.75
15070 - Flight Instructor (Pilot)	52.55
15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	9.44
16090 - Presser, Hand	9.44
16110 - Presser, Machine, Drycleaning	9.44
16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.90
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.22
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.90
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	12.92
21071 - Order Filler	13.87

21080 - Production Line Worker (Food Processing)	17.90
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	17.90
21410 - Warehouse Specialist	17.90
23000 - Mechanics And Maintenance And Repair Occupations	25.68
23010 - Aerospace Structural Welder	24.46
23021 - Aircraft Mechanic I	25.68
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	16.61
23040 - Aircraft Mechanic Helper	23.42
23050 - Aircraft, Painter	18.71
23060 - Aircraft Servicer	19.90
23080 - Aircraft Worker	21.62
23110 - Appliance Mechanic	14.43
23120 - Bicycle Repairer	25.61
23125 - Cable Splicer	20.99
23130 - Carpenter, Maintenance	19.33
23140 - Carpet Layer	27.43
23160 - Electrician, Maintenance	23.70
23181 - Electronics Technician Maintenance I	25.15
23182 - Electronics Technician Maintenance II	26.50
23183 - Electronics Technician Maintenance III	19.01
23260 - Fabric Worker	22.78
23290 - Fire Alarm System Mechanic	17.52
23310 - Fire Extinguisher Repairer	22.81
23311 - Fuel Distribution System Mechanic	19.38
23312 - Fuel Distribution System Operator	21.43
23370 - General Maintenance Worker	24.46
23380 - Ground Support Equipment Mechanic	18.71
23381 - Ground Support Equipment Servicer	19.90
23382 - Ground Support Equipment Worker	17.52
23391 - Gunsmith I	20.38
23392 - Gunsmith II	22.78
23393 - Gunsmith III	22.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.78
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	22.59
23460 - Instrument Mechanic	21.62
23465 - Laboratory/Shelter Mechanic	14.27
23470 - Laborer	21.11
23510 - Locksmith	22.99
23530 - Machinery Maintenance Mechanic	21.78
23550 - Machinist, Maintenance	16.61
23580 - Maintenance Trades Helper	22.59
23591 - Metrology Technician I	23.80
23592 - Metrology Technician II	



23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.62
23790 - Pipefitter, Maintenance	23.19
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.38
23890 - Sheet-Metal Worker, Maintenance	22.78
23910 - Small Engine Mechanic	20.38
23931 - Telecommunications Mechanic I	27.74
23932 - Telecommunications Mechanic II	29.24
23950 - Telephone Lineman	26.38
23960 - Welder, Combination, Maintenance	22.78
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	17.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.68
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.10
25040 - Sewage Plant Operator	20.73
25070 - Stationary Engineer	27.10
25190 - Ventilation Equipment Tender	19.08
25210 - Water Treatment Plant Operator	20.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.66
27008 - Corrections Officer	22.25
27010 - Court Security Officer	23.33
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.25
27070 - Firefighter	22.39
27101 - Guard I	12.66
27102 - Guard II	20.57
27131 - Police Officer I	26.14
27132 - Police Officer II	28.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equipment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04

28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.00
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.86
30021 - Archeological Technician I	18.93
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	27.56
30030 - Cartographic Technician	27.56
30040 - Civil Engineering Technician	24.01
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.80
30064 - Drafter/CAD Operator IV	30.52
30081 - Engineering Technician I	21.63
30082 - Engineering Technician II	24.29
30083 - Engineering Technician III	27.17
30084 - Engineering Technician IV	33.66
30085 - Engineering Technician V	41.16
30086 - Engineering Technician VI	49.81
30090 - Environmental Technician	24.92
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30390 - Photo-Optics Technician	27.56
30461 - Technical Writer I	21.84
30462 - Technical Writer II	26.70
30463 - Technical Writer III	32.31
30491 - Unexploded Ordnance (UXO) Technician I	24.15
30492 - Unexploded Ordnance (UXO) Technician II	29.22
30493 - Unexploded Ordnance (UXO) Technician III	35.03
30494 - Unexploded (UXO) Safety Escort	24.15
30495 - Unexploded (UXO) Sweep Personnel	24.15
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.80
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.02
31030 - Bus Driver	18.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	14.69

31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	14.69
31362 - Truckdriver, Medium	17.18
31363 - Truckdriver, Heavy	18.42
31364 - Truckdriver, Tractor-Trailer	18.42
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	12.75
99710 - Recycling Laborer	16.82
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	14.91
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2047 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2047  
Revision No.: 9  
Date Of Revision: 05/26/2009

State: California

Area: California Counties of Los Angeles, Orange  
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits  
can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination  
1977-1297.

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.61
01020 - Administrative Assistant		26.82
01040 - Court Reporter		19.38
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		10.69
01112 - General Clerk II		14.92
01113 - General Clerk III		16.67
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		10.62
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		17.26
01262 - Personnel Assistant (Employment) II		19.31
01263 - Personnel Assistant (Employment) III		22.26
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		15.10

01300 - Scheduler, Maintenance	16.84
01311 - Secretary I	16.84
01312 - Secretary II	19.17
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.38
01531 - Travel Clerk I	14.25
01532 - Travel Clerk II	15.43
01533 - Travel Clerk III	16.57
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.85
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	17.46
11122 - Housekeeping Aide	11.44
11150 - Janitor	13.27
11210 - Laborer, Grounds Maintenance	13.09
11240 - Maid or Houseman	9.36



11260 - Pruner	13.27
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.03
12015 - Certified Physical Therapist Assistant	25.97
12020 - Dental Assistant	16.41
12025 - Dental Hygienist	38.30
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	22.42
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	34.87
12221 - Nursing Assistant I	9.63
12222 - Nursing Assistant II	10.82
12223 - Nursing Assistant III	11.81
12224 - Nursing Assistant IV	13.26
12235 - Optical Dispenser	16.65
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	13.26
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	30.80
12312 - Registered Nurse II	37.68
12313 - Registered Nurse II, Specialist	37.68
12314 - Registered Nurse III	45.63
12315 - Registered Nurse III, Anesthetist	45.63
12316 - Registered Nurse IV	54.69
12317 - Scheduler (Drug and Alcohol Testing)	22.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	25.31
13042 - Illustrator II	31.37
13043 - Illustrator III	38.35
13047 - Librarian	30.36
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.57
13058 - Library Technician	21.38
13061 - Media Specialist I	18.51

13062 - Media Specialist II	20.69
13063 - Media Specialist III	23.07
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.32
14042 - Computer Operator II	19.38
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	25.80
14071 - Computer Programmer I	(see 1) 24.93
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.32
14160 - Personal Computer Support Technician	25.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.08
15020 - Aircrew Training Devices Instructor (Rated)	41.23
15030 - Air Crew Training Devices Instructor (Pilot)	49.43
15050 - Computer Based Training Specialist / Instructor	34.08
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	49.43
15080 - Graphic Artist	25.66
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.02
15110 - Test Proctor	19.15
15120 - Tutor	19.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.30
21150 - Stock Clerk	16.13
21210 - Tools And Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics And Maintenance And Repair Occupations	

23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	19.52
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	29.85
23130 - Carpenter, Maintenance	27.29
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.38
23182 - Electronics Technician Maintenance II	24.90
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	23.38
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	18.25
23311 - Fuel Distribution System Mechanic	25.48
23312 - Fuel Distribution System Operator	19.48
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	18.25
23392 - Gunsmith II	21.11
23393 - Gunsmith III	23.87
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	31.04
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	22.49
23470 - Laborer	12.49
23510 - Locksmith	18.81
23530 - Machinery Maintenance Mechanic	24.65
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	23.40
23810 - Plumber, Maintenance	22.04
23820 - Pneudraulic Systems Mechanic	23.87
23850 - Rigger	26.81
23870 - Scale Mechanic	21.11
23890 - Sheet-Metal Worker, Maintenance	22.13
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	24.92

23932 - Telecommunications Mechanic II	26.39
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	23.18
23970 - Woodcraft Worker	21.73
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	12.80
27008 - Corrections Officer	29.13
27010 - Court Security Officer	30.28
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	29.13
27070 - Firefighter	29.97
27101 - Guard I	12.80
27102 - Guard II	23.77
27131 - Police Officer I	35.71
27132 - Police Officer II	39.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equipment Worker	9.67
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	18.75
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.46
29042 - Stevedore II	22.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.66

30021 - Archeological Technician I	20.47
30022 - Archeological Technician II	22.01
30023 - Archeological Technician III	31.33
30030 - Cartographic Technician	31.33
30040 - Civil Engineering Technician	28.07
30061 - Drafter/CAD Operator I	22.60
30062 - Drafter/CAD Operator II	25.28
30063 - Drafter/CAD Operator III	28.18
30064 - Drafter/CAD Operator IV	34.68
30081 - Engineering Technician I	18.14
30082 - Engineering Technician II	20.37
30083 - Engineering Technician III	22.78
30084 - Engineering Technician IV	28.23
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	41.77
30090 - Environmental Technician	25.20
30210 - Laboratory Technician	21.03
30240 - Mathematical Technician	30.84
30361 - Paralegal/Legal Assistant I	21.17
30362 - Paralegal/Legal Assistant II	26.22
30363 - Paralegal/Legal Assistant III	32.07
30364 - Paralegal/Legal Assistant IV	38.81
30390 - Photo-Optics Technician	30.84
30461 - Technical Writer I	23.03
30462 - Technical Writer II	28.18
30463 - Technical Writer III	34.09
30491 - Unexploded Ordnance (UXO) Technician I	24.82
30492 - Unexploded Ordnance (UXO) Technician II	30.03
30493 - Unexploded Ordnance (UXO) Technician III	36.00
30494 - Unexploded (UXO) Safety Escort	24.82
30495 - Unexploded (UXO) Sweep Personnel	24.82
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.65
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.63
31030 - Bus Driver	19.62
31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	8.83
31290 - Shuttle Bus Driver	14.07
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	14.07
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	21.08
99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.63
99310 - Mortician	34.35

99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.87
99710 - Recycling Laborer	19.12
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.05
99810 - Sales Clerk	15.57
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	34.71
99831 - Surveying Aide	19.43
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	14.67
99842 - Vending Machine Repairer Helper	12.77

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

#### REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

##### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:



- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2371 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2371  
Revision No.: 9  
Date Of Revision: 05/26/2009

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,  
Wyoming

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		13.31
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		23.11
01020 - Administrative Assistant		17.23
01040 - Court Reporter		12.95
01051 - Data Entry Operator I		14.13
01052 - Data Entry Operator II		15.84
01060 - Dispatcher, Motor Vehicle		12.75
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		13.19
01112 - General Clerk II		15.23
01113 - General Clerk III		19.85
01120 - Housing Referral Assistant		10.06
01141 - Messenger Courier		13.14
01191 - Order Clerk I		14.35
01192 - Order Clerk II		15.23
01261 - Personnel Assistant (Employment) I		15.84
01262 - Personnel Assistant (Employment) II		19.00
01263 - Personnel Assistant (Employment) III		19.28
01270 - Production Control Clerk		12.75
01280 - Receptionist		15.23
01290 - Rental Clerk		15.92
01300 - Scheduler, Maintenance		15.92
01311 - Secretary I		17.95
01312 - Secretary II		19.85
01313 - Secretary III		14.57
01320 - Service Order Dispatcher		23.11
01410 - Supply Technician		15.84
01420 - Survey Worker		

01531 - Travel Clerk I	11.11
01532 - Travel Clerk II	11.73
01533 - Travel Clerk III	12.38
01611 - Word Processor I	13.49
01612 - Word Processor II	15.16
01613 - Word Processor III	16.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.28
05010 - Automotive Electrician	20.64
05040 - Automotive Glass Installer	19.86
05070 - Automotive Worker	19.86
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	21.28
05160 - Motor Equipment Metal Worker	19.86
05190 - Motor Vehicle Mechanic	21.28
05220 - Motor Vehicle Mechanic Helper	17.17
05250 - Motor Vehicle Upholstery Worker	19.15
05280 - Motor Vehicle Wrecker	19.86
05310 - Painter, Automotive	20.64
05340 - Radiator Repair Specialist	19.86
05370 - Tire Repairer	17.89
05400 - Transmission Repair Specialist	21.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.58
07042 - Cook II	11.38
07070 - Dishwasher	8.75
07130 - Food Service Worker	8.61
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	8.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.64
09040 - Furniture Handler	16.18
09080 - Furniture Refinisher	20.64
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	19.15
09130 - Upholsterer	20.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	9.76
11090 - Gardener	14.36
11122 - Housekeeping Aide	10.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	13.02
11240 - Maid or Houseman	9.13
11260 - Pruner	11.10
11270 - Tractor Operator	13.80
11330 - Trail Maintenance Worker	13.02
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	14.91

12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.88
12035 - Electroneurodiagnostic Technologist	20.88
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.91
12073 - Licensed Practical Nurse III	16.63
12100 - Medical Assistant	13.00
12130 - Medical Laboratory Technician	17.15
12160 - Medical Record Clerk	13.52
12190 - Medical Record Technician	15.35
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	29.17
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.37
12223 - Nursing Assistant III	12.17
12224 - Nursing Assistant IV	13.65
12235 - Optical Dispenser	17.70
12236 - Optical Technician	13.50
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.65
12305 - Radiologic Technologist	21.91
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	25.77
12313 - Registered Nurse II, Specialist	25.77
12314 - Registered Nurse III	31.16
12315 - Registered Nurse III, Anesthetist	31.16
12316 - Registered Nurse IV	37.37
12317 - Scheduler (Drug and Alcohol Testing)	18.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	19.84
13042 - Illustrator II	24.54
13043 - Illustrator III	29.93
13047 - Librarian	25.51
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	22.78
13058 - Library Technician	15.75
13061 - Media Specialist I	16.62
13062 - Media Specialist II	18.60
13063 - Media Specialist III	20.73
13071 - Photographer I	13.54
13072 - Photographer II	17.34
13073 - Photographer III	21.45
13074 - Photographer IV	26.17
13075 - Photographer V	31.74

29010 - Blocker And Bracer	21.93
29020 - Hatch Tender	21.93
29030 - Line Handler	21.93
29041 - Stevedore I	19.92
29042 - Stevedore II	22.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	25.79
30021 - Archeological Technician I	18.40
30022 - Archeological Technician II	20.70
30023 - Archeological Technician III	25.54
30030 - Cartographic Technician	23.75
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	17.15
30062 - Drafter/CAD Operator II	20.65
30063 - Drafter/CAD Operator III	23.10
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	16.28
30082 - Engineering Technician II	19.77
30083 - Engineering Technician III	22.10
30084 - Engineering Technician IV	27.38
30085 - Engineering Technician V	30.20
30086 - Engineering Technician VI	30.95
30090 - Environmental Technician	18.48
30210 - Laboratory Technician	19.34
30240 - Mathematical Technician	24.59
30361 - Paralegal/Legal Assistant I	16.01
30362 - Paralegal/Legal Assistant II	19.83
30363 - Paralegal/Legal Assistant III	24.25
30364 - Paralegal/Legal Assistant IV	29.34
30390 - Photo-Optics Technician	23.77
30461 - Technical Writer I	20.49
30462 - Technical Writer II	25.08
30463 - Technical Writer III	30.07
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs	22.54
30621 - Weather Observer, Senior	(see 2) 23.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.34
31030 - Bus Driver	16.73
31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	9.97
31290 - Shuttle Bus Driver	17.39
31310 - Taxi Driver	12.54
31361 - Truckdriver, Light	17.39
31362 - Truckdriver, Medium	20.24

31363 - Truckdriver, Heavy	22.34
31364 - Truckdriver, Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	10.21
99030 - Cashier	9.86
99050 - Desk Clerk	23.07
99095 - Embalmer	9.71
99251 - Laboratory Animal Caretaker I	10.16
99252 - Laboratory Animal Caretaker II	25.38
99310 - Mortician	16.42
99410 - Pest Controller	11.51
99510 - Photofinishing Worker	16.12
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	14.93
99730 - Refuse Collector	10.34
99810 - Sales Clerk	9.76
99820 - School Crossing Guard	20.24
99830 - Survey Party Chief	10.46
99831 - Surveying Aide	16.44
99832 - Surveying Technician	12.60
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	13.60
99842 - Vending Machine Repairer Helper	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer

System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the



fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2515 (Rev.-10) was first posted on www.wdol.gov on 07/28/2009

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2515  
Revision No.: 10  
Date Of Revision: 07/22/2009

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend,  
Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison,  
Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington,  
Wharton

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		14.89
01011 - Accounting Clerk I		16.71
01012 - Accounting Clerk II		18.78
01013 - Accounting Clerk III		23.55
01020 - Administrative Assistant		21.79
01040 - Court Reporter		12.09
01051 - Data Entry Operator I		14.32
01052 - Data Entry Operator II		15.96
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		10.80
01111 - General Clerk I		12.97
01112 - General Clerk II		14.88
01113 - General Clerk III		20.55
01120 - Housing Referral Assistant		11.95
01141 - Messenger Courier		13.52
01191 - Order Clerk I		15.24
01192 - Order Clerk II		15.13
01261 - Personnel Assistant (Employment) I		16.92
01262 - Personnel Assistant (Employment) II		18.86
01263 - Personnel Assistant (Employment) III		19.10
01270 - Production Control Clerk		12.02
01280 - Receptionist		14.75
01290 - Rental Clerk		15.92
01300 - Scheduler, Maintenance		15.92
01311 - Secretary I		17.90
01312 - Secretary II		20.55
01313 - Secretary III		15.16
01320 - Service Order Dispatcher		